BOARD OF EDUCATION AD HOC DIVERSITY, EQUITY AND INCLUSION COMMITTEE

PURPOSE OF THE COMMITTEE:

To review and make recommendations to the Board of Education regarding the incorporation of Social Justice into best practice in the areas of budget, policy, personnel and curriculum. The Ad Hoc Committee will work cohesively with Colchester Public Schools and recognizes the Mission Statement developed by the CPS Diversity, Equity and Inclusion Committee:

Mission Statement: "The Colchester Public Schools Diversity, Equity, and Inclusion Committee creates conditions that allow all students, staff and families to have a sense of belonging inclusive of race, ethnicity, culture, gender identity, sexual orientation, socioeconomic status, religion or disability to ensure educational equity."

In addition to the coordination with the CPS Diversity, Equity and Inclusion Committee, supportive areas of review and possible recommendations may include:

- Diversity: Identifying best practices that support understanding of individual and cultural diversity.
- Inclusion and Equity: Identifying best practices that promote an equitable, inclusive and supportive school environment and program.
- Cultural Competence: Identifying any training needs for the Board of Education.

BACKGROUND:

Colchester Board of Education recognizes the need to cohesively and comprehensively provide a framework for social justice "best practice" in the school system.

MEMBER EXPECTATIONS:

Committee members are expected to demonstrate a commitment to:

- Work collaboratively to achieve the committee's purpose.
- Provide perspective of what is best for Colchester Public Schools while continuing to learn about "Diversity, Equity and Inclusion".
- Attend committee meetings and follow through in a timely manner on any commitments.
- Support the success of the project.

COMPOSITION OF THE COMMITTEE:

Chair:

Members:

ROLES AND RESPONSIBILITIES:

The Committee chair (or designate) is responsible for:

- Calling the meetings, setting the agenda and sending notice to committee members.
- Chairing the meeting and recording the minutes. Recording the minutes may be designated.
- Ensuring the purpose/deliverables of the Committee are achieved.
- Make recommendations to the Board as a whole in the areas of budget, personnel, policy and curriculum.

Committee members are responsible for contributing to the committee work.

MEETINGS:

Meetings will be called by notice of the committee chair, at a location agreed upon by the Committee.

Meeting schedule (TBD – expected meeting schedule and duration)

TERM OF THE COMMITTEE:

Recommend two years

REPORTING/COMMUNICATION:

The Committee chair (or designate) will report on the progress of the committee to the Board of Education at specified intervals, designated by the BOE. The Committee chair shall prepare a final report (with recommendations if appropriate) for Board of Education consideration.

DECISION MAKING:

The Committee will endeavor to work to consensus in decisions around the work undertaken. The Chair will call for a vote on decisions, as they deem appropriate. Any decisions made by the committee are non-binding as per BOE Bylaws, and are considered recommendations to the Board as a whole.